

The Official Newsletter of HR Tampa

Responding to a Charge of Discrimination

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Hiring for Success

Join us for this informative session where we will focus on what employers need to consider when they first receive a charge of discrimination and how to best respond.



We will address:

- What the EEOC is looking for in a position statement
- How to best present your response to the EEOC
- Avoiding responses that create more questions for the EEOC

Location: Centre Club • 123 S. Westshore Blvd • Tampa, FL 33609

Date: Wednesday, April 21, 2010

Time: 5:30pm



HR Tampa can now be found on Facebook and LinkedIn. Just search for HR Tampa. However, you must be a HR Tampa member to join.



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Lisa Murfield,
MBA, SPHR
President, HR Tampa

Let me tell you about someone who has made the difference for HR Tampa.

It was in June of 2006 that I met her for the first time. I was fairly new to the chapter and had volunteered to help then Director of Hospitality, Kristine Rizzardi. I remember her coming to the registration area and asking if she could help. It was the evening of the HR Tampa Starship Dinner Cruise and was a typical Florida summer day, sunny and hot, very hot. We stood outside trying to find shade as we checked in the members and their guests. Despite the less than ideal working conditions during that June meeting, Allane Taormina became a regular at the Hospitality Desk. Why was she so helpful?

It goes back to 2004 when Allane attended her first HR Tampa meeting. She had just become the Recruitment Sales Manager at the Tampa Tribune and it made sense, not only from the standpoint of her professional development, but also to meet other human resource professionals in the Tampa Bay area. From almost the very beginning, Allane volunteered with HR Tampa. She did so, "Because I knew if I volunteered with this great organization, it would ensure that I would attend each meeting! I've missed very few over the years."

Like many others before her, Allane chose to make the difference by taking the initiative and volunteering and continuing to volunteer for many reasons. She stated, "I really love the people that make up HR Tampa. I've been with the organization long enough to have seen it through the employment hay days and now in the tougher times,

but through it all, I've had the opportunity to hear some very great speakers and gain a lot of helpful information. I can take this information back to my job and apply it immediately."

Allane has made the difference through HR Tampa. While Directors of Hospitality have come and gone over the last four years, Allane has been that familiar smiling face. She cheerfully greets each one of us at the monthly meetings and Expos. "By being the best at what I'm doing at that moment, greeting people, handling cash, helps the Hospitality Director so they don't have to worry about what is going on," Allane says. "The Director does so much prep work before the meeting to make our job easier. I'm here to handle the registration so the Director is available to handle other last minute details. That's what I'm there for; that's how I make the difference."

Allane Taormina has made the difference and for many reasons was selected as the 2009 HR Tampa Volunteer of the Year. Thank you, Allane, and our many other HR Tampa volunteers (past and present) for making the difference with HR Tampa!



From Left: Lisa Murfield, Donna Cacciatore, Allane Taormina

**HR Tampa
Volunteer of the Year
Allane Taormina**



David Steffen
Partner
Constangy, Brooks & Smith, LLP

David P. Steffen has represented clients in both state and federal courts, before the Florida Commission on Human Relations, the EEOC, the Occupational Safety and Health Administration, the Department of Labor's Wage and Hour Division, and the NLRB. He has also advised clients on ways to manage their Workers' Compensation claims and how to properly enforce employment policies. David regularly assists clients on preemptive strategies to limit their future exposure. Before joining Constangy, David was with the law firm of Granger, Santry & Heath, P.A., Tallahassee, Florida.

David is a member of Florida Restaurant Association and HR Tampa. When he is not working, David enjoys spending time with his wife and daughters, playing golf, scuba diving and riding his bike.



Ignacio J. Garcia
Partner
Ogletree, Deakins, LLP

Mr. Garcia provides counseling and litigation services on employment and equal employment opportunity issues. He advises clients on matters under Title VII, the ADEA, the ADA, and other federal and state employment laws. He represents employers and management in employment discrimination and wrongful discharge cases, among others. Mr. Garcia was also selected for Florida Trend magazine's "Florida Legal Elite Up and Coming Attorneys" list.

In addition to counseling clients on employment issues, Mr. Garcia:

- Assists in litigating employment law cases in state and federal courts and before administrative agencies.
- Briefs employment issues on appeal in state and federal courts.
- Successfully achieved summary judgment in several race, national origin, gender, sex, and age discrimination claims.
- Provides employer training on various employment topics in both English and Spanish.
- Successfully achieved no-cause determinations in various sex, age, and national origin discrimination claims.
- Represented employers in various restrictive covenant matters.

Iggy attained a J.D. from Florida State University College of Law, 2000 (Member, Land Use and Environmental Law Journal; Member, Moot Court; Member, Mock Trial Team) and a B.S., magna cum laude, Florida State University, 1997. He was admitted to practice in U.S. District Court, Federal District and U.S. District Court, Northern, Southern and Middle Districts of Florida. He is a member of Florida Bar Association, Hispanic Chamber of Commerce, Hillsborough County Bar Association and HR Tampa. He lectures on various employment law topics.

Thank You



A special "Thank you" to everyone who donated items at the February and March meetings for the Alpha House. We received many towels, personal care items and toiletries which will be used for the move-in packages. Your contributions will make the difference in the lives of many women. Thank you again!

HR FLORIDA 2010 CONFERENCE & EXPO

August 30 – September 1, 2010

Rosen Shingle Creek, Orlando, Florida

www.hrflorida.org



KEYNOTE SPEAKERS



Henry Winkler
Actor, Author, Producer, Director



China Miner Gorman
Global Member Engagement Officer
Society for Human Resource Management



Robin Koval
President, The Kaplan Thaler Group
Author, Motivational Speaker and
NYU Professor

Conference Discount Rate Ends May 1st. Save \$65 Now

It's not too late to save \$65 off the regular registration rate – but you have to act before May 1st. That's when the Discount Rate expires. The 3-day conference will be held at the Rosen Shingle Creek Resort, August 30th to September 1st.

The programs for HR Florida 2010 Conference covers all aspects of the **SHRM Body of Knowledge**.



Rosen Shingle Creek Resort Hotel – Orlando, FL

Here's what you can get for only \$470:

- Exciting Key Note Speakers
- In-demand Masters Series Speakers offering in-depth sessions
- Concurrent sessions in all areas of human resources
- Networking with over 1300 industry professionals
- Exposition of more than 150 leading providers of HR products and services

You don't want to miss the 2010 HR Florida Conference and Expo! Take advantage of the \$470 Conference Discount Rate by registering before May 1, 2010.

Registration is now open so visit www.hrflorida.org and register now!

Sponsor Spotlight



Right Management partners with organizations who want the most through their people. As the experts in talent and career management, we create and deliver strategies that help companies grow talent, reduce costs and accelerate performance.

To learn about sponsorship and conference exhibitor opportunities visit www.hrflorida.org.

New for 2010 - Conference Registration Bundled Rates

HR Florida is now offering discounts on packages for 5 and 10 full conference registrations and for 1 and 3 one-day registrations. This is a great opportunity to save on the cost of the conference for Chapters and Companies alike – act NOW for the best rates!

Bundled rates can be found on the website at www.hrflorida.org.

“Don't Forget To Designate HR Tampa As
Your Chapter When Registering”



Debbie Dube,
MS, SPHR,
Legislation Director

HR Tampa Participates in the 2010 SHRM Employment Law and Legislative Conference.

Last month, along with 600 other H.R. professionals, including some of our HR Tampa members, I attended the annual Legislative Conference in Washington DC. During the conference, SHRM released its updated public policy handbook which summarizes SHRM's position on a variety of HR issues. You can download a copy of the report from the www.shrm.org website.

The conference was very informative and featured a balance of Republican, Democrat and bi-partisan experts. The speakers offered a range of perspectives on a multitude of policies and political issues, not the least of which was the pending Health Care Reform.

Along with other Florida HR professionals (seen below) at the conference, I participated in the SHRM Advocacy Day on Capitol Hill. While our Senators, Bill Nelson and George LeMieux, and our Representative, Kathy Castor, were unable to meet with us, we did have the opportunity to meet with their Legislative Correspondents and staff members. They were very well versed on health care and Section 127 and seemed genuinely interested in our opinions.

Prior to visiting Capitol Hill, we attended two breakout sessions: 1) How to Lobby Your Member of Congress, and 2) Advocacy Boot Camp: Policy Issues for Capital Hill Visits. These sessions provided us with information on SHRM's position on Health Care Reform and Talking Points so that we could present a consistent SHRM message.

SHRM opposes legislation that increases health care costs, mandates specific benefits, increases employer liability, or implements unnecessary administrative or legal burdens on employers or health plans. While the Health Care Reform did meet some of SHRM's priorities, it did not meet them in other areas. Therefore, we communicated that SHRM opposed the legislature as written.

We also presented SHRM's position and our views on the Section 127 Employer-Provided Education Assistance which is due to expire at the end of 2010. SHRM strongly supports the permanent extension of Section 127 as a tool for employers to use to attract the best employees, build a skilled workforce, and position the U.S. economy to compete globally.

Following our Day on the Hill, we had the opportunity to visit the House of Representatives while they were in session. Later that evening we were treated to a reception at the Library of Congress which was sponsored by Constangy, Brooks & Smith.

The General Sessions were informative, especially the HR Public Policy Update by Mike Aitken, SHRM Director of Government Affairs. He covered several key Federal HR-related issues including Health Care Reform, Labor-Management/Civil Rights Issues, Tax & Benefit issues, and Workplace Flexibility/Leave Benefits.

One of my favorite general sessions was with Claire Shipman (correspondent for ABC News' Good Morning America) & Katty Kay (Washington correspondent and anchor for BBC World News America). They are the authors of "Womenomics: Write Your Own Rules for Success." The session focused on workplace flexibility and new approaches to workplace rules that would support a 21st century workforce. I bought an autographed copy of their book and I highly recommend it.

The other breakout session I most benefited from was "Workplace Public Policy: Why HR Needs to Be More Proactive in this Debate". The session focused on SHRM's public policy advocacy strategy including the HRVoice Program, as well as other grassroots activities the HR community should be involved in. Presenters were Bob Carragher and Recardo Gibson, SHRM Government Affairs staff.

SHRM will be expanding their member advocacy efforts in 2010 and HR Tampa will be actively involved in those initiatives. Among other activities, we will participate in "A Day Inside the Beltway" and "A Day Inside the District." To learn more about those initiatives, visit the SHRM website at <http://www.shrm.org/Advocacy/GetInvolved/AdvocacyTools>. If you are interested in learning more about how you can become involved in HR Tampa's advocacy efforts, please contact Deborah Dube at 813-246-4999 x4387.



Jobs Legislation – Focus is on Accelerating the Hiring of Unemployed Workers

By Debbie Dube

On March 19, President Barack Obama signed into law legislation that creates a tax credit for the hiring of employees. Under this new law, an employer who hires an employee after February 3, 2010, and before January 1, 2011, can receive a tax credit equal to the employer's portion of the Social Security tax.

In order to qualify for this credit, an employer must hire an employee who has not been working for 40 hours per week for the past 60 days. Taxes already paid by an employer on an eligible employee hired after February 3, but before the bill was signed on March 19, would be allowed to credit the Social Security taxes already paid to second-quarter tax payments.

An employer who keeps an employee eligible for this tax credit on his payroll for 52 consecutive weeks will be able to claim an additional tax credit of \$1,000 in 2011. For more information, consult with your financial and/or legal counsel or visit the SHRM website at: http://www.shrm.org/Advocacy/GovernmentAffairsNews/HRIssuesUpdatee-Newsletter/Pages/032610_4.aspx

Health Care Reform Act

Submitted By Debbie Dube

The health reform legislation brings new responsibilities for employers as early as this year, as well as future considerations for company-sponsored health benefits.

The Patient Protection and Affordable Care Act (H.R. 3590) and the Health Care and Education Reconciliation Act (H.R. 4872) completed a massive overhaul of our country's health insurance system. Combined, the two new laws include more than \$400 billion in revenue raisers and new taxes on employers and individuals.

Some of the key provisions in the health care package take effect in 2010 including:

- Temporary high-risk pool for individuals who are uninsured because of a pre-existing condition
- No lifetime limits on coverage
- Coverage for young persons until age 26 through parents' insurance
- A rebate to some Medicare beneficiaries
- Small business tax credit
- Temporary reinsurance program for early retirees
- No discrimination against children with pre-existing conditions

Other key provisions will be phased in between now and 2014. As H.R. professionals, we need to educate ourselves on the intricate details of these Acts. Continue to check the HR Tampa website regularly for educational opportunities related to the Health Care Reform Act.

Follow the link below to read more on how Health Care Reform will effect H.R. professionals:

<http://www.shrm.org/Publications/HRNews/Pages/HealthProfoundEffect.aspx>

The Diversity Committee is looking for Tampa companies that are making a difference because they celebrate diversity. We will be choosing one company per month to feature in the Newsletter. In December, The HR Tampa Diversity committee will select one of the companies featured throughout the year as the recipient of the HR Tampa Diversity Award. If you would like to nominate your company, or know of a company who should be featured, please contact Kristen Drago for details, kristen@suncoaststaffing.com



Kristen Drago,
Diversity Director

April Diversity Spotlight

Boys and Girls Clubs of Tampa Bay



How does your organization exemplify diversity as defined by SHRM? Diversity is both embraced and encouraged at the Boys & Girls Clubs of Tampa Bay. We strongly believe in the value of diversity in the workforce. We are committed to providing an environment of fairness and equitable treatment of everyone, regardless of race, religion, color or creed.

Embracing individual uniqueness brings creativity and vitality to our environment. In recognition of that, we have implemented diversity training, continue to work to increase minority vendors and increase the hiring and retention of diverse associates throughout Boys & Girls Clubs of Tampa Bay programs and services.

Our goals are to effectively serve youth from all backgrounds, to encourage the growth of all employees and to embrace and celebrate the diversity of our communities. We are reaching these goals by providing services for individuals with language difficulties, gaining an understanding of cultural differences, increasing our knowledge regarding youth development issues that affect minorities, and by having a true culture of inclusion.

How diverse is your senior leadership? The Boys & Girls Clubs of Tampa Bay recognize that continued success in meeting the needs of our clients and families, both internal and external, requires the full and active participation of talented and committed individuals regardless of their gender, race, ethnic origin, disabilities, age, or sexual orientation. By fostering an atmosphere of acceptance and support, we can begin to value and appreciate the strengths afforded by the differences, styles, ideas, and organizational contributions of each person. Diversity and inclusion are key pieces of the overall mission of the Boys & Girls Clubs of Tampa Bay. In total, half of our senior leadership team represents either an under represented race or gender, with three-quarters of our service locations being led by either a female or minority.

How did your organization become aware of or committed to diversity initiatives?

In 2006, the Boys & Girls Clubs of Tampa Bay was selected to pilot a Boys & Girls Clubs of America national diversity and inclusion program called Youth for Unity. The program allows local Clubs to help members appreciate and understand our society's diversity, recognize unfairness and take personal leadership in confronting bias. To maximize program impact, it was necessary to recommit the organization to embracing diversity and inclusion.

Boys & Girls Clubs of Tampa Bay stress equal opportunity, recognize and respect the multitude of differences that employees bring to the workplace, and acknowledge the changing face of the community we serve.

What actions have your company taken to promote diversity and inclusion in its workplace? To actively promote diversity and inclusion, the Boys & Girls Clubs of Tampa Bay has begun preparing a practical plan, rooted in training and education. Much like the youth benefiting from programs and services offered by the organization, new training and staff development plans have been created to foster diversity and promote inclusion.

Both organizational and service locations goals are in the process of being created, as well as the identification of diversity issues to be discussed and addressed by staff and board. The final plan will be measurable and include accountability steps to show improvement in the identified diversity issues. Ultimately, the key measure of success is the number of individuals who have seamlessly integrated the goals of the diversity plan into the work plan for their own service location and department.

WELCOME NEW MEMBERS & GUESTS!



Name	Certification	Company	Title
Nicole Embry		Verizon Wireless	
Erica Barton			
Thomas Rhee	DC	Tampa Bay Chiropractic	Chiropractor
Debbie Scalone	PHR	Cox Target Media	HR Generalist
Alejandro Figueroa		Sullivan	
Alex Edgemon	SPHR	IVANS, Inc.	Director of Human Resources



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Membership Update



Jill Conklin, PHR,
Membership Director

Sunday morning with the paper and a cup of coffee is one of life's true pleasures. It has been a little tougher lately as the Sunday paper has a lot of articles for and about unemployed workers, how to cope and approach getting back into the work force. It makes me sad when I hear of more downsizing or of a fellow HR member who has been let go due to the economy.

This Sunday was a real treat. The St. Petersburg Times named the top 60 companies based on the employees' survey and comments. The comments reflected that the personalization and the perks that were available to everyone were appreciated. The HR department is being recognized for helping to bring about this change. It was a great feeling to read something positive and made me reflect on what the employees at my company would say if they knew they could be totally honest.

I challenge all of our members to continue to make a difference in your organization so that if your employees are polled, it would be favorable and your company could be the next great place to work.

Reminder from the Membership Director:

Please keep your profile current at all times including your SHRM information. I am presently looking for Ambassadors to great guests and new members at the monthly meetings. If interested, please contact Jill Conklin, PHR at hrtampamembership@yahoo.com

HR Tampa New Member Orientation REGISTRATION BEGINS AT 7:30 A.M. on FRIDAY, APRIL 16TH

You are invited to join us for our new member orientation breakfast.

If you are a new first time paid member who joined in 2009 or 2010, and breakfast is on us! Come and learn more about HR Tampa, member benefits and meet our 2010 Board of Directors.

We hope that you will be able to join us on Friday, April 16!

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MAKE THE DIFFERENCE!

**Would you like to become more involved with HR Tampa?
Check out the exciting volunteer opportunities below and make the difference today!**

Certification Committee

Want to get more involved in HR Tampa Certification? We have volunteer opportunities for study group speakers.

If you are a current certified member of HR Tampa and would like to help facilitate one or more of the study sessions, please contact Jenni Stone at (727) 242-1966 or email to certificationhrtampa@yahoo.com. The study groups meet once per week for 12 weeks to provide an overview of the major areas of Human Resources: (1) Strategic Management, (2) Workforce Planning and Employment, (3) Human Resource Development, (4) Total Rewards (formerly Compensation and Benefits), (5) Employee and Labor Relations and (6) Risk Management (formerly Occupational Health, Safety, and Security). The Study Groups focus on learning through participation and shared learning.

By helping to present at one of the study group sessions or helping with the facilitation of the study group, the individual will be eligible to receive re-certification credits.

This is a wonderful opportunity to receive re-certification credits and help others become a professionally certified member of SHRM!

College Relations Committee

The College Relations Committee focuses on the future of the HR profession, overseeing the Tampa Bay HR Student Chapter, the mentor and internship programs and career workshop.

Volunteer Opportunities Include:

- College Relations - general volunteer assisting with monthly meetings and student chapter events
- Monthly Meeting Host
- Career Workshop - resume review, mock interview, speaker, vendor or sponsor
- Become a mentor
- Host an intern

For more information, please contact Toni Mayros at tmayros@gmail.com

Diversity Committee

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Kristen Drago at kristen@lsuncoaststaffing.com.

Hospitality Committee

Volunteers are needed for our Hospitality Committee! Hospitality Committee Volunteers assist at the registration desk before our monthly meetings. Duties include greeting members as they enter the meeting, checking names against the registration list, collecting meeting fees, and issuing badges to attendees. Hospitality Committee volunteers stay busy, but also have fun and have the opportunity to meet many HR Tampa members. After the registration process has finished, volunteers are free to enjoy the HR Tampa program and enjoy their meal.

Volunteers are needed for both our morning and evening meetings. We ask morning volunteers to arrive at the meeting by 7 am and evening volunteers to arrive by 5 pm.

For more information, please contact Donna Cacciatore at dcacciat@tampabay.rr.com

Membership Committee

Do you want to be a Membership Ambassador?

If you can give an hour before the meetings to be a greeter and resource to our guests and new members, then the HR Tampa Membership team wants you! Please contact Jill Conklin, Membership Director, to find out more at hrtampamembership@yahoo.com or 813-207-8574.

Non-Dues Committee

We are seeking individuals who are willing to make a commitment and donate their time and energy to assist in promoting HR Tampa to the Hillsborough-area Community. We need forward-thinking, creative individuals with a marketing background, excellent relationship building and communication skills and a good reputation within the media. You will also need to have the support of your company since some of the projects will require the ability to work during normal business hours.

A sound understanding of social media is essential to help promote our organization through your LinkedIn, Facebook and Twitter accounts.

You must be a member in good standing of HR Tampa and SHRM. The rewards are endless if you are willing to give of your time and energy. You'll make lifetime friends while being recognized for a job well done! Email: chris.greene@shaker.com

SHRM Foundation Committee

The SHRM Foundation was founded in 1966 as a non-profit affiliate of SHRM. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. To support its important work, the SHRM Foundation conducts an annual fundraising campaign.

As mentioned, the Foundation promotes research, innovation and the use of research-based knowledge. Some of the major research projects the Foundation is currently funding are: Aging Workforce, Changes in the HR Function and Roles, and Global HR just to name a few.

Individuals and Chapters are encouraged to donate to this worth-while cause; HR Tampa truly believes in the Foundation's efforts and is one of the leading chapter's in the Nation for contributions.

Committee members will assist in continuing the Chapter's efforts for the Foundation and their cause by determining, assisting and participating with Chapter activities to raise money for the Foundation. Become a committee member – let's have fun, raise money and give back to the profession to continue its growth!

For more information, please contact Iggy Garcia at ignacio.garcia@ogletreedeakins.com

Workforce Readiness Committee

Workforce Readiness' vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses. We also advance the Humana Resources professional by partnering with local schools, technical colleges, and two and four year colleges.

We assist individuals in developing their skills to become more competitive in our local and global economy. We partner with small businesses by providing expertise, training, and support in Human Resources practices through education and hands on training. We also encourage students' interest in the field of Humana Resources profession through education and on-the-job-training.

For more information, please contact Cheryl Brown at ccbrown-1@msn.com or 813-830-5520

Dress for Success

The mission of Dress for Success Tampa Bay is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

Dress for Success Tampa Bay is a not-for-profit organization that offers services to help women enter the workforce, stay employed, advance in their careers and improve their lives.

If you are interested in getting involved, please contact Katie McGill, Executive Director for Dress for Success, at tampabay@dressforsuccess.org or www.dressforsuccess.org/tampabay

Cystic Fibrosis



GREAT STRIDES is the CF Foundation's largest fund-raising event. It provides opportunities for all people within a local community to get involved forming teams through their workplace, through clubs and organizations or with friends and family. Walk Day is a fun, family-oriented celebration that includes a healthy 10 kilometer (6.2 miles) walk, Kids' Corner activities, food, and festivities that participants look forward to year after year.

If you are interested in getting involved, please contact Mary Irene Calvert, Director of Special Events at mcalvert@cff.org or tampa-fl@cff.org

GREAT STRIDES – A WALK TO CURE CYSTIC FIBROSIS

April 24th

May 1st

May 15th

TBD

November 13th

SouthShore Great Strides – EG Simmons Park in Ruskin

Lakeland Great Strides – Munn Park

Tampa Great Strides – Lowry Park Zoo

Ft. Myers Great Strides

Carrollwood Great Strides – Lake Park

The Calendar of Events is packed with opportunities to get involved from volunteer work to sponsorship.

Job Posting

Remember: If your company has an open human resources position to fill post it on the HR Tampa website. To post a job for your company the following applies:

- Must be an ACTIVE dues paid members of HR Tampa to post an employment ad for a HR position within their own company at any time FREE of charge as a benefit of being a member.
- HR Tampa Affiliate (has designated HR Tampa #0074 as their primary chapter with SHRM and provides proof to HR Tampa) members may post a job for \$75 per 30-day posting.
- There is a \$100 charge for each 30-day job posting for all other companies that do not employ an active dues paid member of HR Tampa or if you are recruiting for other companies besides your own (recruiters, advertising companies, vendors, and others). The \$100 will be applied to the membership fee of that company should the new hire decide to join HR Tampa within 90 days of the posting date.

All jobs posted must be an HR related position.



The sun shone brightly on Saturday, March 27th, when three HR Tampa members, Toni Mayros, Cheryl Brown and Ana Swiger, joined approximately 130 high school young women at the Moffitt Cancer Center on the USF campus. Young leaders from Pinellas, Pasco and Hillsborough Counties attended the second annual Young Women's Leadership Symposium. The young ladies who had been nominated or invited to attend this unique event spent their Saturday absorbing wonderful truths and motivating mantras. The event was organized by Kim Woollard (Grow Financial), Jodi Knowles (OPBI, Inc.) and Ronda Woble (Senior Home Care).

HR Tampa is a proud sponsor of the symposium, whose mission is to promote the development of our future women leaders by giving them access to influential Tampa Bay area business women. The symposium focused on leadership, advocating for girls and much more. Each young woman interacted in a small group setting, with at least one Event Day Coach who is a female executive from a prominent Tampa Bay organization. Coaches had many opportunities to share their experiences, successes and insight throughout the day.

The event started with breakfast and a warm welcome by Carissa Caricato who is a Director of Marketing at the Crisis Center of Tampa Bay. Carissa was followed by an impactful presentation by Karin Korb, a young woman who shared her story of challenge and triumph, with a wonderful sense of humor.

The students attended three different breakout sessions, including

- Girl Talk as a Leadership Quality, presented by Kim Northup, Associate Director of the Office of Student Leadership and Engagement at The University of Tampa.
- Find and Protect Your Personal Brand, presented by Nicole Stoke, Ophelia Project and Boys Initiative of Tampa Bay, VP of Programs and Sarah Bonnema, University of South Florida, Master's Candidate
- Financial Rock Stars, presented by Gail Wean, SVP and CFO, Grow Financial Federal Credit Union.

During this time, Event Coaches attended a "mentor best practices" session led by Dr Robin Rose, Executive Director at the Ophelia Project.

There was also an executive panel discussion which featured three amazing women: Tracey Jaensch (Managing Partner at Ford & Harrison), Lynne Hebert (Chief Operating Officer at Senior Home Care) and Dr. Ana Velez (Assistant Professor, Division of Infectious Disease & International Medicine at USF and Attending Physician, Infectious Disease Section, Moffitt Cancer Center).

The symposium was brought to an amazing close with remarks by Mary Kay Vona, Executive VP, Southeast region, Aon Consulting. At that time, the students were able to share what had inspired them and what they would do differently after their new knowledge. Several of the girls said the symposium validated them and that they also felt more excited about their future careers.



College Relations



Toni Mayros, PHR
College Relations Director

Making a difference with the future of HR:

Each month, student chapter members and guests have the opportunity to visit profit, not-for-profit and government sector businesses throughout the Tampa Bay area. During the months of February and March, student chapter members had the opportunity to visit two great Bay Area locations.

In February, student chapter members visited Hiregy, a locally owned staffing organization. Hosts Shaun Androff and Nicole Palmeri shared the Hiregy story and how to be successful working with a recruiter during a job search. Attendees were able to ask questions regarding best practices, job search techniques and resume building.

In March, the national recruiting firm of Kforce welcomed HR Tampa's student chapter. The evening started out with Doug Rich, Vice President of Human Resources, sharing best practices and important skills every Human Resource professional needs in today's market. Our evening continued with Aaron Lamb and Rachel Smith presenting the "Do's and Don'ts of Interviewing."

On behalf of the College Relations Committee, I'd like to thank each of our hosts for an incredible evening. It is during our monthly student chapter events that we are able to provide real world application to attendees as they prepare for careers in the Human Resource field.

Did you forget to register? Have you been studying and prepping, but missed the registration deadline? April 15th is the last day for late registration for the upcoming May/June testing window.

WHY CERTIFY?

- Obtaining your HR credential(s) is a career-long commitment that demonstrates to your peers and your organization that you are driven to be successful in HR management.
- Makes your resume stand out from other job applicants. One out of two hiring managers prefer those with HR certification.
- Gains recognition from your organization. Business leaders find that HR certification distinguishes individuals who are more self-motivated.
- Connects you to an elite network of driven HR professionals around the globe.
- Differentiates you as a dedicated professional who understands the core body of knowledge.

HR certification requires that you stay up-to-date with the most current HR practices and developments. To remain certified, you must fulfill continuing education requirements or demonstrate your current knowledge of the profession through retesting. The PHR/SPHR/ GPHR credentials are valued throughout the global HR industry because the exams test knowledge gained from experience working in the HR field as well as forward-thinking HR practices, policies and procedures that professionals are expected to know in order to perform their jobs effectively.

THREE CORE CERTIFICATIONS AVAILABLE

The HR Certification Institute offers three core certifications:

- Professional in Human Resources (PHR®) - This exam focuses on the technical and operational aspects of human resource practices, U.S. laws and regulations.
- Senior Professional in Human Resources (SPHR®) - The SPHR exam focuses on the strategic and policy-making aspects of HR management in the United States.
- Global Professional in Human Resources (GPHR®) - This exam focuses on the skills and knowledge necessary to successfully operate in a global marketplace.

To determine which exam is best for you, take the HR Certification Institute's online assessment exams at www.hrci.org. Available for all three certifications, these online assessment exams will help you determine your strengths and weaknesses in each of the functional areas. More importantly, they allow you to become familiar with the format and difficulty level of the exam questions. No matter which designation is right for you, time is running out to register – deadline April 15.



Patricia Sullivan, MSBA, SPHR,
CEC, Certification Co-Director



Jenni Stone, PHR,
Certification Co-Director

Attention Certified HR Professionals!

Spring 2010 PHR/SPHR Refresher Course

The decision to become a certified Human Resources Professional is an important decision. Increasingly, HR positions of significant responsibility require certification as a condition of appointment or advancement. The PHR/SPHR Crash Course is designed not only to assist those professional looking to sit for the certification exam, but also as a refresher course for those HR Professionals who have already received their certification.

This 4 hour intensive course is perfect for the certified professional who is seeking to be introduced to the newer legislation that has taken place over the past few years. It is also a perfect, inexpensive way to gain information relating to best practices and proven theories of HRM.

Topics to be covered include Strategic Management, HR Planning, Measuring HR Effectiveness, OD Approaches, Employment Discrimination, Recruiting, Selecting, Labor Relations Acts, Organization Process, Strike & Boycotts, Healthy Employee Relations and Employee Involvement Strategies.

The cost for the course is only \$50.00 for HR Tampa Members and \$75.00 for Non-Members. Please see location and time information below. Register for the course at www.hrtampa.org and click on "Initiatives" and then "Certification." You will see the registration form near the middle of the page.

***This program has been submitted to Human Resource Certification Institute (HRCI) for review and pending approval for 4 hours toward PHR/SPHR/GPHR recertification.

2010 Sponsorship Opportunities

2010 MONTHLY MEETING SPONSORSHIP

**All 2010 meetings have been sold.
Now taking reservations for 2011.**

NEWSLETTER ADVERTISING

Quarter Page Ad – 3.625 x 4.5 - \$ 150.00

Half Page Ad – 7.75 x 4.5 - \$ 250.00

Full Page Ad – 7.75 x 10.25 - \$ 400.00

Volume discounts can be negotiated for multiple ads.

RESOURCE DIRECTORY ADVERTISING

\$125.00 per business specialty listing – calendar year.

HR TAMPA EXPO SPONSORSHIPS

September 15, 2010

Details on next page!

**Contact Chris Greene – chris.greene@shaker.com
for more details!**

OTHER GREAT SPONSORSHIPS ALSO AVAILABLE!

- College Relations – contact Toni Mayros - tmayros@gmail.com
- Membership – contact Jill Conklin - hrtampamembership@yahoo.com
- Workforce Readiness – contact Cheryl Brown - ccbrown-1@msn.com



2010 HR Tampa Expo Sponsorship Packages ALA CARTE EVENT PAVILION Tampa, FL

Wednesday, September 15, 2010 • 7:30am – 4:30pm



(1) Platinum Sponsor - \$3,000 – (Early Bird 5/31/10 \$2,500)

- One (1) booth in expo hall – in location of choice with banners displayed if provided
- Five (5) minutes of microphone time from the podium at the Main Lunch General Session
- Sponsor of lunch with company table-top signage acknowledgement
- Four (4) full Conference Registrations including lunch
- Logo in Tampa Tribune Conference advertisement
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- Logo displayed on PowerPoint Presentation at beginning of all general sessions
- Full page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for four staff members
- Ribbon identifying sponsorship level at booth
- Post-conference participant and vendor lists

(2) Gold Sponsor - \$2,500 – (Early Bird 5/31/10 \$2,200)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officers thanking company
- Two (2) full Conference Registrations including lunch
- Breakfast or afternoon break table-top signage acknowledgement
- Logo in Tampa Tribune Conference advertisement
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- 1/2 page ad in HR Tampa E-Newsletter
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Ribbon identifying sponsorship level at booth
- Post-conference participant and vendor lists

(20) Bronze Sponsor - \$900 – (Early Bird 5/31/10 \$750)

- One (1) booth in expo hall
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two conference lunches provided
- Post conference participant and vendor lists

**11 Sold
9 Left**

(2) Silver Sponsor - \$1,500 – (Early Bird 5/31/10 \$1,200)

- One (1) booth in expo hall
- One (1) general session announcement from HR Tampa officers thanking company
- Logo on all major HR Tampa Conference mailings
- Logo displayed in on-site conference program
- Description of company and products/services (up to 40 words) included in on-site conference program
- Sponsorship ribbons for two staff members
- Two conference lunches provided
- Post conference participant and vendor lists

**Sold
Out**

Deadline: Early Bird Rates Expire after 5/31/10

- All Sponsorship payments must be received ASAP, but no later than 7/15/10.
- Company - 40 words must be submitted by 7/15/10 and must be in a Word document.
- Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/10.

Sponsorship Information, contact our Non-Revenue Director: Chris Greene • Shaker Recruitment Advertising & Communications • 813-289-7347 • chris.greene@shaker.com

Please send payment to: HR Tampa, c/o SRAC, Chris Greene, 1408 N. Westshore Blvd., Suite 508, Tampa, FL 33607

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

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